

7 June 1973

STATINTL

Mr. Yale

SUBJECT: Advanced Pay for Accountants

1. The attached newspaper clipping announces that Civil Service Commission has established a new advanced rate for GS-5 and GS-7 accountants in the GS-510 series. [REDACTED] Chief, PMCD, inquired if the SF Career Service had any such people slotted in the 510 series. He was advised that we have one (1) GS-7 [REDACTED] and one (1) GS-6 [REDACTED] both of whom do not have accounting degrees, are not performing accounting duties, and therefore would not be eligible for the advanced pay.

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2. [REDACTED] stated that GS-7's and GS-6's currently on duty with four-year degrees (TAB A) should receive the advanced pay as well as any new hires at the GS-7 level with four-year degrees. GS-5's with four-year degrees would also qualify, if we were to ever have any. This would be accomplished by slotting the qualified individual in a "0" incumbency accountant position which would be established on the Position Control Register.

3. In 1966 when the GSF pay was established, the Agency set up criteria as reflected in TAB B which permitted an average of 96 SF Careerists in grades GS-5 through 9 to receive the premium pay. At that time, the Agency did have a shortage of accountants. Currently, we are not experiencing a shortage -- we have eleven (11) applicants in process with four-year degrees. It seems IRS is the CS agency which has the shortage.

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4. I agree with [REDACTED] that we should restrict this advanced pay to only those individuals with four-year degrees.

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5. [REDACTED] would like to know if this meets with our approval.

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11 June 1973

[REDACTED] SAYS OK ON 4-YEAR DEGREES ONLY -- he said we should ensure that those with BCS or MCS from Strayer or Ben Franklin are actually 4-year degrees and not three-year

TAB A

STATINTL GS-7 With 4-Year Degree

BS - Bus Adm - George Mason College *OK*  
BCS - Acctg - Ben Franklin  
BCS - Acctg - Southeastern  
BS - Acctg - Oregon State University  
BS - Acctg - Florence State University  
BA - Acctg - Southern Utah State College  
BS - Bus Adm - Radford  
BA - Acctg - University of Massachusetts  
BS - Acctg - National College of Business

r Degrees

BS - Bus Adm - Strayer  
(BS) - Bus Ed - D.C. Teachers College; —  
8 Sem Hrs NVCC

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Qualification Requirements for SF Personnel to Qualify for  
Advanced Rates Under OPM 20-31-9, 19 May 1966

Grade Level

Minimum Requirement

✓ GSF-05

24 semester hours or 36 quarter hours of accounting and related subjects at a recognized college, university, or business school above high school level.

GSF-06

Same as GSF-05 Plus 9 months experience in SF Career Service.

GSF-07

A. B.S. or AB degree in accounting from a recognized college, university, or business school.

B. 36 semester hours or 54 quarter hours of accounting and related subjects at qualified schools, as above.

C. 24 semester hours or 36 quarter hours of accounting and related subjects at qualified schools, as above, Plus 18 months experience in SF Career Service.

D. B.S. or AB degree from a recognized college, university, or school above high school level, Plus or Including 24 semester hours or 36 quarter hours of accounting and related subjects.

GSF-08

Same as any one of A through D under GSF-07, Plus 9 months experience in SF Career Service. ✓

GSF-09

A. Master's Degree in Accounting from a recognized school as above.

B. B.S. or AB degree from a recognized school as above, Plus or Including 24 semester hours or 36 quarter hours of accounting and related subjects, Plus 18 months experience in SF Career Service.

C. 24 semester hours or 36 quarter hours of accounting and related subjects at school as above, Plus 3 years experience in SF Career Service.

D. Master's Degree from a recognized school, as above, Plus or Including 24 semester hours or 36 quarter hours of accounting and related subjects.

✓ Accounting and related subjects including business or commercial law, taxation, and financial economics courses such as Money and Banking, but not other economics courses.

ILLEGIB

48/ JSC

Emmett D. Echols  
Director of Personnel

News  
Clip-

5/30/73 Eve Star

**ACCOUNTANT PAY —**  
Exercising its authority to  
offer premium pay to  
shortage-category em-

CPYRGHT

ployes, the Civil Service Commission has ordered major hikes in the rates for GS-5 and GS-7 accountants, government-wide, effective at the start of the first pay period beginning on or after last Sunday.

For GS-5s, the new rates range from \$9,492 to \$11,806 with within-grade steps of \$311; for GS-7, the new range is \$10,471-\$13,324, with steps of \$317.

For proof that the raises really are major, compare them with regular rates — \$7,694-\$10,007 for GS-5 and \$9,520-\$12,373 for GS-7.

**STATINTL**

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ADVANCED PAY FOR ACCOUNTANTS

Step	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>SI</u>
GS-5 Curr.	\$7,694	\$7,951	\$8,208	\$8,465	\$8,722	\$8,979	\$9,236	\$9,493	\$9,750	\$10,007	1,077
GS-5 Adv.	9,492	9,803	10,114	10,425	10,736	11,047	11,358	11,669	11,980	12,291	+311
Increase	1,798	1,852	1,906	1,960	2,014	2,068	2,122	2,176	2,230	2,284	
GS-7 Curr.	9,520	9,837	10,154	10,471	10,788	11,105	11,422	11,739	12,056	12,373	+317
GS-7 Adv.	10,471	10,788	11,105	11,422	11,739	12,056	12,373	12,690	13,007	13,324	+317
Increase	951	951	951	951	951	951	951	951	951	951	

31 May 1973

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0510.10 Business Accountant

0510.12 Accountant

0504.04 Finance Assistant

Sample "O" incumbency position on PCR:									S	E		
Title	Occ Ser	Gr	CA	No.	*	SD			YOB	X	TOE	DOG
✓ Finance Assistant	GS-0504.04	07	1	0841	*	SF	0101ED					
Accountant	GS-0510.12	07	0	0123	*	SF	0101ED					
Doe, John A.	GS-0510.12	07		0123		SF	012345	V	44	M	10	3/22/72

**25X1A**

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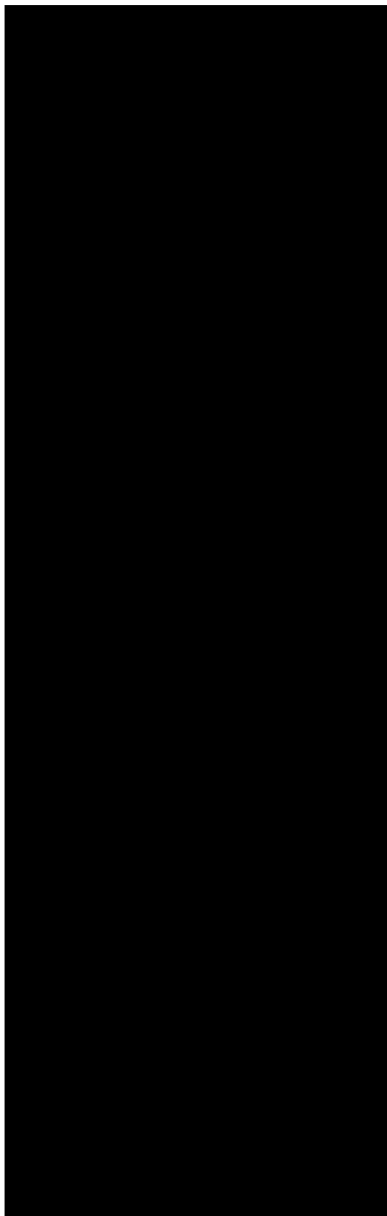


Assumption:

Advanced pay approved for SF Careerists in grades GS-5 and 7 who have 2-year and 4-year degrees, respectively.

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GS-7 With 4-Year Degree



BS - Bus Adm - George Mason College  
BCS - Acctg - Ben Franklin  
BCS - Acctg - Southeastern  
BS - Acctg - Oregon State University  
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BS - Bus Adm - Radford  
BA - Acctg - University of Massachusetts  
BS - Acctg - National College of Business

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AA - Acctg - Thompson School of Business  
Diploma - Bus Adm - Stuart School of Business  
AA - Acctg - Williamsport Area Comm. College  
AS - Acctg - Pierce Jr. College  
Diploma - Bus Adm - Garfield Business Inst.

ree or At Least 24 Sem Hrs in Acctg

Cert - Acctg - Stuart School of Business;  
NVCC - 20 Hrs.  
AAS - Acctg - Brooklyn Commercial College  
AA - Goldey Beacom Jr. College  
39 Sem Hrs Acctg and related subjects - NVCC  
AA - Acctg - Thompson College  
✓ 38 Qtr Hrs - NVCC  
AA - Acctg - Strayer  
AA - Acctg - Thompson College  
Diploma - Acctg - Thompson College

in Acctg

✓ 152 Qtr Hrs Acctg - Strayer  
19 4/9 Sem Hrs Acctg - Philadelphia Suburban  
Business School

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GS-6 Careerists With 4-Year Degrees

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BS - Bus Adm - Strayer  
BS - Bus Ed - D.C. Teachers College;  
8 Sem Hrs NVCC

24 Sem Hrs in Acctg or 2-Year Degree

Acctg Cert - Thompson College  
AA - Acctg - Stuart School of Business  
AA - Acctg - Stuart School of Business  
44 Sem Hrs Acctg and related subjects -  
York, Thompson and NVCC  
Diploma - Acctg - Smithdeal-Massey Business  
College  
AA - Acctg - Lackawanna Jr. College; 15  
Sem Hrs towards BS - Southeastern University  
ABA - Ben Franklin; 6 Sem Hrs University  
of Virginia  
Diploma - Acctg - Stuart School of Business  
ABA - Bus Adm - Ben Franklin  
3-Year Diploma - Acctg - Thompson School of  
Business  
36 Sem Hrs - Acctg and related subjects -  
Bryant and Stratton and NVCC  
AA - Acctg - Keystone Business College;  
12 Sem Hrs University of Virginia  
31 Sem Hrs - Acctg and related subjects - NVCC

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